

(2) Organize their military students as a Corps of Cadets under constantly maintained military discipline.

(3) Require all members of the Corps, including those members enrolled in military training, to be in appropriate uniform when on campus.

(4) Have as their objectives the development of the student's character through military training, the regulation of the student's conduct in accordance with the principles of military discipline, and the meeting of military standards similar to those maintained at Military Service academies.

(f) *Military junior colleges.* Schools that provide high school and college instruction but do not confer baccalaureate degrees. Junior ROTC units established at these schools meet all other requirements of military college institutions, as defined in 32 CFR part 110, and accept and maintain a specially designated program of instruction prescribed by the Military Department concerned.

(g) *Multiple Junior ROTC unit.* Any group of units organized and sponsored under one school system in which the Junior ROTC program is conducted concurrently in more than one school.

§ 111.4 Policy.

It is the policy of the Department of Defense to sponsor and fund the Junior ROTC program to provide an opportunity for secondary school students to learn the basic elements and requirements for national security and their personal obligations as Americans. The Junior ROTC program is intended to:

(a) Develop informed and responsible citizens.

(b) Strengthen character.

(c) Promote an understanding of the basic elements and requirements for national security.

(d) Help form habits of self-discipline.

(e) Develop respect for and an understanding of the need for constituted authority in a democratic society.

(f) Develop an interest in the Military Services as a possible career.

§ 111.5 Responsibilities.

The *Secretaries of the Military Departments* shall:

(a) Sponsor and conduct a Junior ROTC program.

(b) Provide a fair and equitable geographical distribution of their Junior ROTC units, with no more than one Military Service's Junior ROTC unit in a school.

(c) Prescribe a curriculum of at least 3 academic years for their Junior ROTC units, offering students one of the following curricular programs:

(1) *Academic track (college preparatory).* A minimum 3-year program with 96 hours yearly of military instruction. The academic track shall be offered only in those schools with a fully accredited program of academic studies, completion of which prepares the student for entry in a college offering Senior ROTC.

(2) *Technical track (noncollege preparatory).* A minimum 3-year program with 96 hours yearly of military instruction coordinated with technical courses having a military application. These courses may be integrated into the required 96 hours of ROTC instruction upon approval of the Secretary of the Military Department concerned.

(d) Prescribe advance placement.

(1) A student presenting evidence of successful completion of either the academic or technical track of Junior ROTC under any Military Department is entitled to advance promotion to the grade of no less than E-2 upon initial enlistment in an active or reserve component of a Military Service.

(2) A student presenting evidence of successful completion of a 3-year Junior ROTC program (either track) is entitled to not less than 1 year of credit in the basic course of Senior ROTC when the student enters college.

(e) Reimburse the institution for Junior ROTC instructor salaries at the rate of one-half the amount of the difference between the instructor's retired or retainer pay and the amount of active duty pay and allowances (excluding hazardous duty pay) the instructor would receive if he or she were ordered to active duty.

(f) Ensure that the provisions of § 111.7 are followed.

(g) Account for the cost incurred by the Department of Defense in sponsoring, conducting, or disestablishing a Junior ROTC unit.

(h) Evaluate annually the operation, administration, and effectiveness of

the overall Junior ROTC program and the individual Junior ROTC units in terms of cost and performance objectives.

§ 111.6 Information requirements.

The theft of any military weapons or ammunition from a secondary educational institution shall be reported under Report Control Symbol DD-POL(SA&AR) 1358, as prescribed in DoD Directive 5100.76, "Physical Security Review Board," February 10, 1981.

§ 111.7 Establishment of Junior ROTC at schools.

(a) *Junior ROTC establishment.* Secondary educational institutions desiring to establish Junior ROTC units or to continue established units shall agree to:

(1) Maintain a Junior ROTC enrollment of no less than 100 physically fit students, or 10 percent of the number of students enrolled in the institution, who are at least 14 years of age and are citizens or nationals of the United States.

(2) Employ as Junior ROTC instructors retired officers and enlisted personnel whose qualifications are approved by the Secretary of the Military Department concerned to administer the basic military orientation courses. Officer instructors shall possess baccalaureate or higher-level degrees. This qualification may be waived for a period of 4 years from the time of initial hire or from the date of this part (whichever is later), if the school authority agrees and while the instructor works toward obtaining a bachelor's degree.

(3) Pay retired personnel so employed. The institution is the employing agency and shall pay the full amount due the Junior ROTC instructor. The Junior ROTC instructor shall receive retired or retainer pay from the U.S. Government. The amount due from the institution is at least the amount equal to the difference between retired or retainer pay and the active duty pay and allowance that the Junior ROTC instructor would receive if ordered to active duty. The institution shall be reimbursed for Junior ROTC instructor salaries at the rate of one-half the difference of the instructor's

retirement or retainer pay and active duty pay and allowances. For purposes of calculating a Junior ROTC instructor's pay, "active duty pay and allowances" shall be limited to the basic pay, basic allowance for quarters, allowance for variable housing (VHA), allowance for uniforms (enlisted only), and basic allowance for subsistence. The level of active duty pay and allowances, less retired or retainer pay, is the minimum salary the institution shall pay Junior ROTC instructors. This should not be considered an attempt to cap or limit the amount of pay that may be agreed upon between the individual Junior ROTC instructor and the instructor's employer. The institution may pay more than the amount equal to the difference between retired or retainer pay and the individual's active duty pay and allowance rate, but shall do so without additional entitlement for reimbursement from the Federal government. (See enclosure 1 for examples of proper computation of the Junior ROTC instructor's pay.)

(4) Contract separately with the individual Junior ROTC instructor for any additional duties desired by the institution beyond those connected with the instruction, operation, and administration of the Junior ROTC program, at no cost to the Military Department concerned. Such additional services shall be performed outside the scope of Junior ROTC duties and hours. (This requirement does not preclude Junior ROTC instructors from serving on routine committees or from performing other extracurricular duties normally performed by other faculty members.) (See enclosure 1.)

(5) Compensate a Junior ROTC instructor only for the period of time he or she performs duties as a Junior ROTC instructor. For periods of service as a Junior ROTC instructor for less than 12 months of a calendar or fiscal year, the instructor shall be compensated the difference between the amount of the retirement (or retainer) pay and active duty pay times the length of employment as a Junior ROTC instructor expressed as a fraction of 12 months. (Refer to enclosure 1, Examples C and D, for clarification.)